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ABSTRACT

This comprehensive listing of 2,724 bibliographic items from 1967 through early 1977 includes significant English-language material on the contractual relationship between public employers and employees in the United States and Canada. (There are a few items in French.) Although access is given to the broader areas of public management and personnel practice, attention is placed chiefly on collective bargaining, dispute resolution, and their analogues where the law provides for neither. Following a short review of basic resources, the bibliographic items are presented. The first section of items contains 482 books, 112 dissertations, and 260 reports, essays, bibliographies, hearings, surveys, directories, guides, and manuals not in article form. The second section contains 1,870 numbered article entries, chapters, papers, and other brief items. Indexes of names and subjects are included. (CSS)

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Employee Relations Bibliography: Public, Non-Profit and Professional Employment

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Essay,
Annotated Listing,
Indexes

United States Department of Labor
Ray Marshall, Secretary
Labor-Management Services Administration
Francis X. Burkhardt, Assistant Secretary of Labor
For Labor-Management Relations
1978

Submitted to
Division of Public Employee Labor Relations
Office of Labor-Management Relations Services
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By Terrence N. Tice
University of Michigan

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U S DEPARTMENT OF HEALTH,
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INTRODUCTORY ESSAY

This resource study covers virtually the entire period in which the burgeoning field of public employment relations has flourished. Under select restrictions, which will be noted, I have aimed to provide a thorough, comprehensive listing, garnered from all the standard bibliographic sources and from many obscure sources as well. Except in the few instances indicated in place, all of the over 80 bibliographies cited here (see Index of Subjects) have been checked against this listing as it developed. Finding the standard sources inadequate, I have gone directly to the libraries, associations and periodicals where the material is lodged, checking through them year by year where necessary. In all but a few cases, it was possible to see every item, so as to assure relevance and accuracy.

In effect, the Index of Subjects provides several hundred substantial bibliographies, organized under detailed subheadings. Some 3,000 authors are represented in the Index of Names.

Aims and Hopes

The study was done both as an aid to practitioners and as a base upon which to build useful scholarship. I felt that practitioners should be enabled to get their hands on needed resources easily. I also felt that those who care to reflect on these matters should be given orderly access to everything significant that has been done and should not be doomed simply to repeat the contributions and mistakes of the past.

Although the process has served as much to reveal the lacks as to present the facilities for these purposes, both have obvious value in a time when ideas and practices are changing rapidly. People who use the appropriate resources are in a position to make better-informed judgments, hopefully more suitable ones. They are in a position to plan on the basis of understanding rather than impulse, to assay the possible consequences of their actions. I think that even the casual reader will find the collection interesting because of what it shows about the assumptions, interests and priorities of participants in this enormously complex field.

This work has been a scholarly sideline since 1971. It started out of my desire as a social philosopher, psychologist, educational theorist, and planner to gain an orderly perspective on key issues within the society as they were reflected in employment relations. I was particularly interested in how members of educational institutions were responding and in how people were learning or not learning from experience so as to plan well for the future, on the basis of acknowledged need, reality and right rather than on the basis of group interest alone. What I found was both a morass of disparate views and approaches, as could be expected, and a developing professional field, one that bears close ties to every other major area of public affairs but owns a youthful opportunity for fruitful growth.

The Institute of Continuing Legal Education, Ann Arbor, Michigan, had published several listings compiled by me from 1972 to 1976 (especially ## 386, 479, 797), but the unpublished material I had accrued gained such proportions that a comprehensive treatment seemed called for.

The same aims and interests held for the 1,110-item bibliography concurrently prepared for the Academic Collective Bargaining Information Service, *Resources on Campus Governance and Employment Relations 1967-1977: With Essay, Annotations, and Indexes* (ACBIS, 1818 R Street, N.W., Washington, D.C., March 1978, 134 p.). Issues concerning faculty participation in institutional governance and concerning employment relations on campus are intimately intertwined. In most cases, faculty act as co-governors in many aspects of employment, both their own and that of others. Or they are now pointing out moral, conventional, professional, and legal grounds for governance rights in the context of collective bargaining. This makes faculty employment relations a fascinating test case for the society's capacities to adjust to new conditions, to set up planning strategies for the long term, to develop effective means for utilizing and resolving conflict, and to take into account the established or potential rights of all concerned, including the broader society and mankind itself.

In our era, higher education has become a major participant in the activities of government at all levels. Public, professional and service employees have all also gained an increasing slice of the employment pie and of public influence and power as that of industrial workers has diminished.

In particular, the percentage of union organized federal employees has been over 50 percent for several years, though the total number of federal civilian employees has declined since 1967, the peak year. In contrast, from the mid-1960s the percentage of union organized state and local employees rapidly mounted toward the same level, attained in 1972, while their total numbers doubled. Overall, the public sector has provided by far the greater opportunity for mobility among minorities and women.

What difference are all these changes making? What difference could they make, should they make? How could employment relations and the ways they are connected with other social processes be improved? Can they be made to serve future-responsive and progressive purposes rather than reactionary and destructive ones? My hope has been that making the record readily available would help thoughtful people work on these crucial questions.

General Description

The present listing of 2,724 bibliographic items from 1967 through early 1977, and of other relevant resources, covers virtually all the significant English material on public employment relations that touches upon the contractual relationship between employers and employees in the United States and Canada. (There are a few items in French.) Although access is given to the broader areas of public management and personnel practice, attention is placed chiefly on collective bargaining, dispute resolution, and their analogues where the law provides for neither.

A large initial section on non-bibliographic resources is given, then the bibliography. Full citations are given for each item and annotations where necessary to identify or characterize the work, including chapters from multiply authored books, conference reports, and symposia. Items are listed alphabetically for each year and in two main sections:

I. Books, Booklets, Monographs, and Dissertations

II. Articles, Chapters, Papers, and Other Brief Items

Inclusions and Exclusions

All public and professional employment groups outside education are included. Higher education, which has received by far the greatest attention in the literature (about 20 percent), is covered in the companion bibliography. Therefore only a few items are given here. Only a few important items from the public school arena (which makes up another 20 percent of the literature) or from the huge complementary area of equal employment opportunity have been included in this study and its companion. The literature on both areas is considerable and deserves separate treatment.

Since the only substantial body of research on effects of collective bargaining on salaries relates to teachers, this literature is, in large part, included here because of its general interest.

Although most of the bibliography consists of books and articles, it also includes a selection of significant unpublished documents and dissertations, pamphlets, addresses, reports and working papers.

The bibliography excludes news reports, one-page articles, very brief and time-bound opinion pieces, court and board decisions, arbitration awards, legislation, and public management literature that does not impinge on employment concerns. It further excludes all but a few items of in-house union literature and of articles in union newspapers, which are usually quite brief or occasional.

Special pains have been taken to find the relevant legal literature, including substantial background in labor law and practice as it pertains to the private sector as well as the public sector. The arbitration literature is also heavily represented here.

The much longer private experience still dominates treatment of issues in the public sector, though decreasingly from year to year. This is true not only with regard to arbitration of impasses, grievance issues, and other disputes, but also with regard to legal theory and with regard to basic rights issues affecting employment relations. This is why background literature in all these areas has been included.

Among the dozens of labor relations conference series, several prominent ones have been listed separately: American Arbitration Association, American Bar Association, Industrial Relations Research Association, Industrial Relations Research Institute, Institute of Collective Bargaining and Group Relations, National Academy of Arbitrators, National Governors Conference, New York University Conference on Labor, Public Personnel Association (PERL), and the Southwestern Legal Foundation. Most of the rest have been conducted by institutes or associations.

Occasional papers are also published by many of these groups and have been listed if they were not published in some other series.

Only items selected from the monthly Dissertation Abstracts International (1938-) have been listed here. They number 112. Annotated references are also made to 14 others. Most U.S. dissertations are included in this source, though some institutions and individuals do not participate. Additional items may be found in Comprehensive Dissertation Index (1973-). Both are published by University Microfilms, Xerox Corporation, Ann Arbor, Michigan. Industrial Relations Theses and Dissertations (Madison, Wisconson: University of Wisconsin, 1949/50-), appearing irregularly, has given a varied and selective accounting.

Only 16 dissertations were deemed pertinent from 1967-1969, 35 from 1970-1972, and 49 from 1973-1975. By mid-1977, 12 could already be listed from 1976, using vol. 37 of Dissertation Abstracts (regularly about a year behind), indicating a slow but continual growth through the current period. Orders from this source are handled by University Microfilms, 300 N. Zeeb Road, Ann Arbor, Michigan 48103.

Document numbers (e.g. ED 064 481) refer to the few relevant documents found that are available from ERIC Document Reproduction Service, P.O. Box 190, Arlington, Virginia 22210 (usually in both microfiche and hard photocopy). See "Documents" in the Index of Subjects.

Characterization of the Literature

The 2,724 numbered items here include some 482 full-dress books, 112 dissertations, and 260 substantial reports, essays, bibliographies, hearings, surveys, directories, guides, and manuals not in article form. It contains 1,870 numbered article entries, chapters, papers, and other brief items plus over 1,400 additional items recorded in the annotations, not counting the numerous references to reprinted and excerpted publications. Thus the total exceeds 4,100 items.

The year 1967 marks a watershed. Some of the few items that appeared before that year are noted here. Little new state or federal legislation enabling public employees to bargain collectively is expected in the near future. All but a few of the states likely to enact legislation in the 1970s have already done so. Lacking a legislative boost, this focal part of the literature is likely to decline in annual production after 1977, though a great many problems remain to be tackled on all sides. Thus, 1967 and 1977 seem to provide suitable break points for the study.

The literature through early 1977 had reflected no halting of scholarly attention, only a gradual rise each year except 1971 and 1972:

1967 - 140 items
1968 - 201 items
1969 - 227 items
1970 - 257 items
1971 - 234 items
1972 - 247 items
1973 - 279 items
1974 - 333 items
1975 - 348 items
1976 - 379 items so far
1977 - 80 items so far

In 1962 President John F. Kennedy accorded some basic collective bargaining rights to federal government employees in Executive Order 10988. Most of the literature since the first flood of state public employment legislation that followed after the mid-1960s has reflected the fortunes of the larger employment groups: first the teachers and other state and local employees, then federal employees (after further provisions were issued by President Richard M. Nixon in Executive Order 11491 in 1969), then personnel in higher education (especially from 1971 on) and in health care facilities (especially after hospital exemption from the Taft-Hartley Act was removed in 1974).

Strong moves toward granting collective bargaining rights to all public employees by federal legislation were reflected in the literature from 1974 to 1976, but these were at least temporarily curtailed by the U.S. Supreme Court's June 24, 1976 decision in National League of Cities v. Usery.

Here 126 dissertations have been noted. In the companion study, 114 dissertations were selected for higher education alone. Neither set yields a data base either broad or solid, and only a few dissertations use the historical and case study methodologies so greatly needed for utilizable study in this area. The situation is only slightly better with the remaining literature recorded here, though the developing discussion of issues warrants close attention from scholars and practitioners alike.

Issues, Prominent

As the Index of Subjects shows, the following have been among the prominent issues over the past decade. I have reformulated them in a manner which draws attention to basic principles, which combines theoretical and pragmatic considerations, and which points up the importance of these issues within the society as a whole. (It behooves us, I think, to be sensitive to the forms questions can take.)

To some extent, many of these issues have also been neglected, but they have all arisen among experienced participants and observers, whereas some other issues I shall highlight have been given very little attention. Here, then, are the prominent ones.

(1) Ought particular public and professional employee groups organize for the purposes of collective bargaining?

(2) Should collective bargaining rights be accorded by law? If so, under what restrictions? For example, should binding arbitration be provided for? a prohibition against strikes?

(3) How are strikes to be prevented or managed? What viable alternatives could be cultivated?

(4) Under given circumstances, what dispute resolution procedures are most effective: mediation? fact-finding? some form of final-offer arbitration? (The latter has gained increasing interest as its capacities for enabling the parties to attain thought-out, realistic agreements have been more fully demonstrated and the less effective versions weeded out. But there is still much controversy on this point.)

(5) What features adhere to particular public or professional employee groups that sharply distinguish their situations from those of industrial employees? How should legal provisions and employment relations board procedures be altered in response to these differences?

(6) How are civil service standards and procedures to be related to new arrangements brought about through collective bargaining?

(7) How can grievance arbitration procedures be improved and better integrated into the total contract administration process?

(8) What federal roles are desirable given the great diversity of employment rights and procedures among the states? Should there be some overall federal enablements or restrictions? How extensive should federal preemption of state jurisdiction be? In what instances is use of injunctions justifiable within the federal court system?

(9) What are the respective rights and responsibilities of management and employees at the various stages of union activity: organizing, bargaining, resolution of interest disputes, and management and development of the contract between periods of more active bargaining?

(10) On what principles is the membership of bargaining units to be determined and the negative effects of unit fragmentation to be overcome?

(11) How are agreements to be costed, and what legislative monitoring or control is called for when the profit factor is absent?

(12) Given that decisions and procedures of the National Labor Relations Board not only affect an increasing range of private employment situations but also carry great weight among the states, how can its work be improved, particularly in supervision of elections, in unfair labor practice actions, in the issuance of bargaining orders, in unit determination, in the use of deferral to arbitration, in cooperation with equal employment opportunity interests, and in policy formation by the Board itself? How should the National Labor Relations Act be amended to reflect such needs?

(13) What are the joint responsibilities of management and employees in decisionmaking about productivity? What organizational arrangements might be made to help this process along?

(14) What are the First Amendment rights of public employees (notably regarding free speech and political activity)? How are they to be fostered and protected?

(15) Since neutrals are being used increasingly for dispute settlement, what training and other professional standards should be upheld among them? Should the use of trained ombudsmen be expanded?

(16) What information, wage and fringe benefits studies, guidelines and resources should be made available to the various participants in employment relations (notably, to boards and other government agencies, to negotiators, to leaders and neutrals, and to employees)? What sorts of coordination in these areas should be provided by government?

(17) To what degree, and in what ways, should the states provide coordinated services and controls over local government employment relations?

(18) How can the rights of employees vis-à-vis their unions be protected (notably, regarding fair representation, help during employer interrogation, noninterference with individual rights, discipline and discharge procedures, resignation from the union, and related issues)?

(19) Discrimination exists within and toward employee groups. How, and on what bases, are issues of racial, sex, and age discrimination and seniority issues to be dealt with?

(20) What is "the public interest" in the various aspects of employment relations and how is it to be represented? In particular, how is this to be done in relation to providers of "essential services" such as firefighters, police, and medical personnel?

Issues, Neglected

It will take some years, if then, for the above sets of issues to gain the full attention from participants and scholars that they deserve. By themselves they make up a hefty agenda, and the existing literature suggests much more. Nevertheless, there are other sets of issues which this reader of the literature believes are of at least equal importance but which have been sorely neglected. The following, rather abstractly stated to assure proper scope, are among them.

(1) How are the factors and procedures to be developed that will enable formation of an adequate, open, appropriately evaluated, and changing process of coordination in employment relations? How is coordination to be achieved that takes into account the links and differences between the private and public sectors and that provides the kind of information feedback necessary to maintain an effective evolving system? And how is this system to be made at once flexible according to context yet responsive to the principles of justice and equity as applied to the entire society? At present this effort is not being made at all, because facility has been provided only for isolated, piecemeal activity among private and governmental agencies. The new Carnegie Foundation funded Public Employment Relations Services project, headed by Robert T. Helsby, is a step in the right direction; but this project is currently focussed chiefly on aid to state boards and on cooperation among them.

(2) How are participants in employment relations activity to gain appropriate training and retraining? How is this to be done both according to their specialized functions and so that they have insight into the whole set of conditions involved and the capacity to enter intelligently into the complex processes entailed? I refer to the fact that forming contracts is only part of a complex cycle of employment decisions, with or without collective bargaining. I am also contending that isolating this process, as is often

attempted, is a great mistake, a seriously missed opportunity. As many of these people as possible should be trained in task-oriented group process skills. They should be shown suitable for the delicate interpersonal interactions that are required if the parties are to utilize conflict in a cooperative and not only in an adversary fashion, taking common principles, needs and long-term realities into account. They should be able to fit the situations where they are direct participants into the larger picture of the institution and of society at all relevant levels. I believe that one of the most important societal investments for the future lies right here.

(3) Who is to take responsibility, and with what supports, for fitting the employment picture into long-term, systematic planning--workforce planning, fiscal planning, resource management planning: U.S. or Canadian intergovernmental planning achieved in global perspective? I believe that in the 1970s North American society has entered into a new era, one brilliantly summarized in socio-economic terms by Hazel Henderson in her recent book Creating Alternative Futures (New York: Berkley Windhover Books, 1978). What is needed is procedures that bring employment relations, which affect a huge portion of national income and its use, into closer connection with other aspects of social decisionmaking. It is necessary to do this, moreover, in ways that as far as possible retain the values of local autonomy, aid cooperative effort to secure individual rights and freedoms, cultivate community building, yield progress without exploitation, and foster the humane survival of mankind. Probably no one yet knows how to do all this. Social inventions are required; therefore provisions for appropriate research, experimentation and evaluation are required as well.

(4) In the near future special attention needs to be given to composing the interests of quite diverse, mixed employment groups within complex service institutions such as universities, welfare agencies, libraries and hospitals. How are people who are being forced by circumstances to discover ways of doing this to learn from each other? How are they to be given suitable supports so that they can do this mutual learning effectively? Professional associations have already played valuable roles in this regard, but the association model is by itself antiquated for this purpose. New models have to be discovered.

(5) How should the federal government cooperatively aid regional, state, metropolitan, county, or municipal units--as may be required--to cost employment agreements? The days when this could be sensibly and fairly done on the basis of the annual unit budget alone are apparently coming to an end, if they ever really existed. Information structures are needed to facilitate not only wage and fringe benefit studies but the assaying of broad, long-term and short-term social costs. The current uses of Environmental Impact Statements and Technology Assessments--still infant crafts in the 1970s but promising--indicate some directions in which this part of the backup system for employment relations decisionmaking could move.

(6) How, in addition to wage comparability studies, which are already available to some extent, are the links and commonalities between similar groups of public and private employees to be discerned? How are these links and commonalities to be utilized in decisionmaking? Today this problem area is especially highlighted among professional employees, but it applies to other categories of employees as well.

These issues alone imply a great many details also neglected in the literature and in practice. Fortunately, their solution does not depend on the prior fulfillment of some great utopian scheme. We speak of a process of renewal and discovery here, a developing systems awareness that is at the same time sensitive to individual, local rights and contributions. We speak of a pragmatic vision that abjures replacing one version of top-heavy machinery for another but recognizes the need for systematic coordination, joint effort, and mutual aid. We imply, moreover--those who speak with me on these matters--that no need for decisionmaking in a society that aims to be truly democratic should bypass the agony, the hard passionate reflective struggle, necessary to foster individual autonomy and minority rights, and that effort must be accomplished on a moral basis that extends consideration to all human beings. Such is the challenge that brings us to this splendid, torturous field of human action. Such is the love and concern that keep us in it.

Acknowledgments

Bibliographic work is for the most part a solitary endeavor. Yet I have constantly felt the company of the other reporters and inquirers as I have read these materials, a number of whom I know personally; and dozens of librarians, writers and other functionaries have been of help to me.

Chief among these have been JoAnn Sokkar and Mabel Webb of the University of Michigan's Labor and Industrial Relations Library, though many others within the University of Michigan's large library system were of help to me.

Philip Dankert and several other staff at the New York State School of Industrial and Labor Relations' Martin P. Catherwood Library, Cornell University, were gracious hosts, as were personnel at the Library of Congress, the U.S. Civil Service Commission Library, the Department of Labor Library, and the Michigan State University Library.

Although I visited or corresponded with staff of other libraries and agencies, most of my needs could be met in Ann Arbor and almost all the rest in these few additional locations. I am deeply grateful to all these people, who helped make an onerous task enjoyable.

As always, I profoundly appreciate the forbearance of my wife Carol, my daughter Karin, and my son Jonathan, all of whom have been important contributors both through their fine, supportive ways of being and through their sharing of values.

Within the U.S. Department of Labor I am especially grateful to Gilbert E. Donahue, who encouraged me to put this project into its present form, and to John L. Bonner, Chief of the Division of Public Employee Labor Relations in the Labor-Management Services Administration, who contracted for it, offered valuable support, and saw it through publication.

I must assume responsibility myself for any errors or omissions, which do keep showing up despite all efforts to the contrary. I would appreciate readers' apprising me of any glaring ones.

REPORTER SERVICES, MANUALS AND RELATED SERIALS

National

For government employment relations at all levels, the most important regular service is Government Employee Relations Report (GERR), issued weekly in looseleaf form since 1963 by the Bureau of National Affairs (BNA). Address: 1231 25th Street, N.W., Washington, D.C. 20037. This is the primary source for up-to-date news of activity at all governmental levels, including statistics, summaries of legislation, board decisions, regulations, court actions, and arbitration awards, contracts, occasional addresses, calendars of events, brief book reviews, lengthy texts and documents, and other information. No. 700 appeared March 21, 1977. Indexes regularly appear and a separate Reference File (RF) is kept up to date covering laws and programs at all levels and the Postal Service, reports on issues and techniques, data, contracts, contract clause finder, and glossary. Over one hundred items, chiefly addresses and committee reports, are separately listed here.

The Bureau also publishes Labor Arbitration Reports (1937-) and Labor Relations Reporter (LRR, in up-dated looseleaf format, 1937-), Daily Labor Report (1946-), and White Collar Report (no. 1, March 11, 1957; no. 1028 December 31, 1976). In BNA's Labor Relations Yearbook (1965-) attention is given chiefly to private sector matters; but it is useful as a general chronology, a report on recent practices, meetings, and federal government involvements in labor relations, for selected analyses from Labor Relations Reporter, and for tables of economic data drawn from many sources.

The Commerce Clearing House, Inc., issues the weekly Labor Law Reports (1934-) and Labor Arbitration Awards (1961-) and three other general series: Labor Cases (1934-), Labor Law Guide (1947-), and Personnel Guide (1969-). In 1977 it began Public Employee Bargaining, a looseleaf service initially in two volumes, to be supplemented by the biweekly Current Reports. The series deals chiefly with state laws and regulations, organized both topically and by state, and contains other related information. It also has a brief section on federal employment relations. Two initial volumes of selected landmark Public Bargaining Cases (1977-) accompany this series. CCH also produces College and University Reports and NLRB Decisions. Address: 4025 West Peterson Avenue, Chicago, Illinois 60646.

Since January 15, 1971, the American Arbitration Association (AAA) has sponsored the monthly Labor Arbitration in Government (looseleaf). Its allied monthly looseleaf series, Arbitration in the Schools: A Summary of Awards and Factfinding Recommendations, began in March 1970. The AAA also publishes two quarterlies: Arbitration Journal (1946-) and Lawyers' Arbitration Letter and the Digest of Court Decisions (1973-), the latter a merger of the former Lawyers Arbitration Letter and Arbitration Law. Address: 140 West 51st Street, New York, N.Y. 10020.

Since February 1974, the Industrial Relations Service Bureau has also issued the monthly compilation Public Sector Arbitration Awards. Address: 730 Midland Bank Building, Minneapolis, Minnesota 55401.

For over forty years, the U.S. Government Printing Office has published Decisions and Orders of the National Labor Relations Board (1936-). The related Digest of Decisions of the National Labor Relations Board (1936-) is also available there, as are its Annual Reports (1936-) and Court Decisions Relating to the National Labor Relations Act (1936-).

As part of the Federal Personnel Manual System, the U.S. Civil Service Commission regularly updates its Federal Personnel Manual (1969-) through supplements.

The U.S. Federal Mediation and Conciliation Service's Annual Report (29th, 1976) includes information on the public sector. The chapter title "Mediation in Government," which began to appear in 1968, became "Public Employee Bargaining" after 1974.

Monthly Labor Review. published by the Bureau of Labor Statistics, U.S. Department of Labor, is also an important general resource. Other U.S. Government serials are noted below, and well over 100 of its single and serial publications are cited in the bibliography.

Since 1972, Prentice-Hall has issued Public Personnel Administration: Labor-Management Relations, kept up to date in three looseleaf binders.

Vol. 1: Report Bulletins, Cross Reference Table, New Ideas, International Personnel Management Association, Collective Bargaining Problems and Answers, Union Contract Clauses, Awards Analyzed.

Vol. 2: Public Employment Relations Laws and Regulations.

Vol. 3: [Recent] Report Bulletins, New Ideas, Cross Reference Table; Organization and Administration, Position Classification, Selection of Personnel, Working Hours--Leaves, Training and Development. Inservice Placement--Promotion--Transfer, Wage and Salary Administration, Safety--Health, Employee Benefits, Motivating Employees--Discipline--Grievances, Grants--Federal Initiatives, Index.

For federal sector managers and employee groups, the U.S. Civil Service Commission's Office of Labor-Management Relations maintains a Labor Agreement Information Retrieval System (LAIRS). Address: LAIRS Section, Room 2445, 1900 E Street, N.W., Washington, D.C. 20415. Its Information Services Manual (March 1977), 94 p., contains instructions for using its files (computer, microfiche, printed documents) extracted from federal labor agreements, third-party determinations, and statistical reports submitted by federal agencies, and the Federal Labor Relations Reference Center's categorized bibliography. These services are not directly available to outsiders, though its reports are available through National Technical Information Service, U.S. Department of Commerce, 5285 Port Royal Road, Springfield, Virginia 22161, and its LAIRS Reference Room is open to the public by appointment.

The U.S. government further issues Government Reports (National Technical Information Service, U.S. Department of Commerce) and Monthly Catalog of United States Government Publications (U.S. Government Printing Office). The latter is extensive but not exhaustive. Publications are listed there by agency, for public employment relations especially these: Civil Service Commission; Congress, House: Education and Labor, Post Office and Civil Service; Congress, Senate: Labor and Public Welfare, Post Office and Civil Service; Equal Employment Opportunity Commission; National Labor Relations Board; Labor Department and Labor agencies separately listed, e.g. Employment Standards Administration, Labor Statistics Bureau, Manpower Administration, Occupational Safety and Health Administration, Wage and Hour Division, and Women's Bureau. Monthly and annual cumulative subject and title indexes are provided.

In Canada, the Public Service Staff Relations Board issues the regularly updated Public Service Staff Relations Reports in both English and French. Collective bargaining among Canadian federal service employees was established in the 1967 Public Service Staff Relations Act.

State

The various surveys, manuals, guides, rules and procedures, decisions, and annual reports prepared by the states are continually changing and are now too numerous to cite here (see Donahue #320, for a list as of 1971 in 16 states). As a whole, these and other materials related to the state and local levels are not indexed anywhere.

Several states now have ongoing reporter services. For example, The Legal Intelligencer, 66 North Juniper Street, Philadelphia, Pennsylvania 19107, issues Florida Public Employee Reporter (1975-), Indiana Public Employee Reporter (1975-), New Jersey Public Employee Reporter (1975-), and Pennsylvania Public Employee Reporter (1971-). Van Natta's Reporter Service puts out Public Employer Collective Bargaining Reporter (1973-) for Oregon. From 1968, the New York State Public Employment Relations Board has issued Official Decisions, Opinions and Related Matters annually. The Michigan Employment Relations Commission has published the similar Decisions, Findings of Fact, Conclusions of Law and Orders since 1965. Massachusetts Labor Relations Reporter (1974-) and Massachusetts Labor Cases (1974-) cover that state's activities.

Both Government Employee Relations Report (GERR) and Labor Relations Reporter (LRR), both noted in the section above, are indispensable resources on state laws and other labor-management matters. LRR quotes the statutes in full. GERR annually issues "Summary of State Labor Laws" (e.g. 1975 GERR-51, 501-523; 1976 GERR-51, 501-531). The Commerce Clearing House series Public Employee Bargaining and Public Bargaining Cases, also noted above, began similar services in 1977.

In its annual Report of Proceedings, the American Bar Association's Section of Labor Relations Law also provides an overview. Beginning in 1971, annual supplements have also been issued to the following work, a project of the Section: Charles J. Morris, George E. Bodie, and Jay S. Siegel, The Developing Labor Law: The Board, the Courts, and the National Labor Relations Act (Washington, D.C.: Bureau of National Affairs, 1971), 1054 p.

No state provides consideration of state and local employment relations so extensive as in California Public Employee Relations (1969-). Other periodicals only sparsely included in this bibliography, if at all, occasionally deal briefly with this subject, e.g.: Academy of Management Journal (University of Oregon, 1958-), Akron Business and Economic Review (1970-), Arizona Business Bulletin (Arizona State University, 1954-), Connecticut Government (University of Connecticut, 1947-), Economic and Business Bulletin (Temple University, 1949-), New Jersey Public Employer-Employee Relations (1970-), University of South Carolina Governmental Review (1959-), Wisconsin Counties (1938-); also State Government News (1957-) and other publications of the Council of State Governments; and the state bar association journals.

The monthly PERB News (1968-) issued by the New York State Public Employment Relations Board is unique among the states; it carries only brief items.

County and Municipal

Below the state level, public employment relations are given very scattered treatment. In this area, County Year Book (1975-) and Municipal Year Book (1934-) are chiefly statistical resources on manpower and compensation, though an overview of other matters is occasionally presented.

The International City Management Association (formerly International City Managers' Association), 1140 Connecticut Avenue, N.W., Washington, D.C. 20036, issues the excellent monthly Urban Data Service Reports (1971-), continuous with the earlier Urban Data Service (1969-1970), MIS News (1969-) and other of its Management Information Service publications, and some ICMA Research Reports. Some of this material goes into its Municipal Year Book.

Of limited usefulness on this subject are the National League of Cities' monthly Nation's Cities (1963-), 1620 Eye Street, N.W., Washington, D.C. 20006; the National Association of Counties' monthly American County (1935-) and NACO News and Views (1968-), 1735 New York Avenue, N.W., Washington, D.C. 20006; and the various state Municipal League publications.

All Levels

In addition to sources already mentioned that deal with all levels, the following are especially noteworthy. All items in the series mentioned are included in this bibliography.

By mid-1977, the International Personnel Management Association (1313 East 60th Street, Chicago, Illinois 60637) had published 55 numbers in its Public Employment Relations Library (1968-), including many excellent studies and guidebooks. All are cited here.

Sponsored chiefly by the U.S. Conference of Mayors, and for a time by a consortium of other national organizations, the Labor-Management Relations Service has published the highly useful LMRS Newsletter (1970-), a 20-number pamphlet series called Strengthening Local Government Through Better Labor Relations (1970-1974), and several LMRS Special Reports. Address: 1612 K Street, N.W., Suite 808, Washington, D.C. 20006. The pamphlets and reports are all cited here.

LABOR-MANAGEMENT RELATIONS NEWS AND COMMENTARY

The following newsletters cover the broader labor scene. First, there are three weeklies: AFL-CIO News (1955-), issued by the AFL-CIO, 815 Sixteenth Street, N.W., Washington, D.C. 20006; John Herling's Labor Letter (1948-), 1330 Massachusetts Avenue, Washington, D.C. 20005; and Labor Trends (1945-), edited by Stanley Brams, 803-7 New Center Building, Detroit, Michigan 48202.

Two monthlies also provide related services: American Labor (1968-), Master Communications, Inc., 444 Madison Avenue, New York, N.Y. 10002; and From the State Capitols--Labor Relations (1946-), by Bethune Jones, 321 Sunset Avenue, Asbury Park, New Jersey 07712.

The following monthly newsletters from professional and service organizations, in addition to those already cited, perform similar functions. Public Administration News and Views (1950-), American Society for Public Administration, 1225 Connecticut Avenue, N.W., Washington, D.C. 20036. The National Capital Area Chapter of the Society also publishes the quarterly Bureaucrat (1972-). IMPA News (1973-), International Personnel Management Association, 1313 East 60th Street, Chicago, Illinois 60637. Free Choice (1965-) and National Right to Work Newsletter (1954-), National Right to Work Committee, 8316 Arlington Boulevard, Fairfax, Virginia 22030. Reports from the National Municipal League are noted in its National Civic Review, 47 East 68th Street, New York 10021.

Management-oriented general publications also contain occasional items on labor relations, e.g. Business Week, Fortune, Government Executive, and Wall Street Journal.

The employee magazines and newspapers, chiefly in house organs, major in labor news, editorials and resumes of union positions. Those especially for government employees include American Federationist (AFL-CIO's general magazine, 1893-), Civil Service Leader (Civil Service Employees Association, 1939-), CoverAGE (Assembly of Governmental Employees, 1966- , incorporating the former newsletter Washington Witness), Federal Employee (National Federation of Federal Employees, 1917-), The Fednews (National Association of Government Employees, 1961-), Government Employee (Laborers' International Union of North America, AFL-CIO, 1968-), Government Standard (American Federation of Government Employees, 1933-), International Fire Fighter (1917-), International Teamster (1903-), Daily Labor News (National Labor Relations Board, 1937-), Police Labor Review (July 1974-), Public Employee (AFSCME, 1935-), Public Service (Public Employee Department, AFL-CIO, 1975-), and Service Employee (Service Employees International Union, AFL-CIO, 1941-). The large Metal Trades Department of the AFL-CIO and National Treasury Employees Union have their own in-house communiques.

Since all the publications listed in this section concentrate on timely news coverage and commentary, substantial articles on labor-management relations rarely appear among them. Thus they have not been indexed here.

CURRENT INFORMATION AND RESEARCH

General

What has been noted so far are the foothills of a huge mountain range. How can one keep in touch, in an accurate and systematic way, with current information and research on public employment relations? Thus far, no agency or center, nor any collection of these, has either the mandate or the funding to perform this service. Consequently, what work is done is spread among dozens of organizations and disciplines, has a high degree of redundancy, and lacks both coordination and critical review.

Some research notes, notices and reviews are regularly to be found in Industrial and Labor Relations Review, Industrial Relations, Journal of Collective Negotiations in the Public Sector, Monthly Labor Review, Personnel Administrator, Personnel Journal, Public Personnel Management, and Public Administration Review. A few specialty periodicals, such as Labor History and Public Productivity Review, maintain currency in their areas. Quarterly, the Council of State Governments (Iron Works Pike, Lexington, Kentucky 40505) issues Legislative Research Checklist (1959-).

Apart from GERR, what is available from the U.S. government? Very little. The Manpower Administration of the U.S. Department of Labor issues listings of manpower research projects sponsored by the Department. The Bureau of Labor Statistics has a Bulletin series. Occasionally summaries of completed projects are issued by other agencies. The Monthly Report of U.S. Government Publications and Government Reports (National Technical Information Service, U.S. Department of Commerce) only touch the fringe of research already finished.

In short, there is no way to find out what is going on, and recent work can be collected only with great investment of time. From a scholarly point of view, the public employment relations field is in disarray, this despite the fine efforts of numerous professional organizations and governmental agencies. Moreover, in its collective bargaining aspect it has necessarily grown up largely as an addendum to industrial relations, in the early years relying almost entirely upon the personnel and resources of that field for its sustenance.

Carnegie Foundation Project

Partial relief is anticipated through a Carnegie Foundation funded three-year project called Public Employment Relations Services, begun in the Fall of 1977. Robert D. Helsby, former Chairman of the New York Public Employment Relations Board, is its director. Focus is to be placed on development of professional personnel for public employment labor relations boards and commissions in U.S. state and local governments and on development of resources for their work. Assistance in meeting the special needs of these public sector agencies is to be arranged, according to the feasibility study (dated February 1977), through improved communication linkages, task forces, evaluation techniques, a manual of decision options, a national compilation and indexing system, and institutional research procedures. Since involvement of higher education professionals in collective bargaining brings new challenges to these agencies, particular attention is to be directed toward developing meaningful interchange between higher education people and agency personnel. Address: 1215 Western Ave., Albany, New York 12203. Phone: (518) 438-6836. The first PERS Information Bulletin was issued in February-March 1978.

Indexes and Guides to Current Literature

For employment relations there is no index comparable to Index to Legal Periodicals (1909-), published by H.W. Wilson Co., New York. Even that resource does not index all the law-related periodical material. Since it surveys the entire legal field, the labor-management-related headings do not alone yield all the relevant material indexed there. For purposes of the present bibliography, therefore, the relevant legal periodicals have been searched year by year. Business Periodicals Index, also published by H.W. Wilson Co., is of quite limited use, as is Index to Periodical Articles Related to Law (i.e. those not included in the first index noted).

Monthly Report of U.S. Government Publications, the Library of Congress catalogues, and Public Affairs Information Bulletin are indispensable.

The Social Sciences Citation Index is occasionally useful for finding items inaccurately cited and for discovering where certain books and articles have been noted by others. Subject Guide to Forthcoming Books gives several months' advance notice. Numerous other resources used by librarians and by this bibliographer, such as Government Reports: Announcements and Index (National Technical Information Service, U.S. Department of Commerce) and The Publishers' Trade List Annual, do not provide comprehensive information but may hield items obscure or otherwise difficult to find.

See index here for bibliographies in serial form, under "Bibliographies."

Among the dozens of periodicals that list, abstract or review current literature, particularly helpful are Arbitration Journal, Canadian Personnel and Industrual Relations Journal, Employee Relations Law Journal, Industrial and Labor Relations Review, Industrial Relations Law Digest, International Labour Review, Journal of Collective Negotiations in the Public Sector, LMRS Newsletter, Monthly Labor Review, Personnel, Personnel Administrator, Personnel Journal, Public Administration Review, Public Management, and Public Personnel Management. (Professional journals in education, higher education, and other specialized areas are also useful for their areas.)

The semi-annual Work Related Abstracts (1973-), formerly entitled Employment Relations Abstracts (1959-) and Labor Personnel Index (1950-), indexes "significant" and "informative" items from over 250 management, government, professional and university periodicals. This is published by Information Coordinators, Inc., 1435-37 Randolph Street, Detroit, Michigan 48226. The University of Michigan Index to Labor Union Periodicals ran from 1960 through 1969. The National Education Association's Negotiations Research Digest ran from 1968 to May 1975. Some of its functions are continued in Educators Negotiating Service (1974-). Both have provided information of interest to non-educators as well.

Occasionally items may be found among the standard indexing and abstracting sources in business, economics, law, political science, psychology, sociology, and in the quarterlies Personnel Management Abstracts (1955-), Poverty and Human Resources (1965-), and Social Sciences and Humanities Index (1907-).

Bibliographic Index (1937-) semi-annually presents, by subjects, an index of bibliographies that have appeared separately or as parts of books, monographs, pamphlets, or periodical articles.

A helpful tool for further searching is Antony E. Simpson's Guide to Library Research in Public Administration (New York: Center for Productive Public Management, John Jay College of Criminal Justice, 1976), xvii, 210 p.

Library Publications

Several great libraries contain a large portion of the literature, notably the Library of Congress and libraries at Princeton University, University of California at Berkeley, University of Chicago, University of Michigan, and University of Wisconsin. To these must be added the specialized industrial relations collections at Cornell University and University of Hawaii. No one library, however, contains it all.

The Martin P. Catherwood Library, New York State School of Industrial and Labor Relations (Ives Hall, Cornell University, Ithaca, New York 14850) has the most extensive integrated collection in the field. It issues Library Acquisitions List and has published, in two series, a record of its holdings in several large volumes. More about its library services will be reported below.

A.G. Bush Library Abstracts is a biweekly report on current literature in organizations, management, personnel, human behavior, work force, and industrial relations from the Industrial Relations Center, University of Chicago (1225 East 60th Street, Chicago, Illinois 60637).

The biweekly Recent Publications on Governmental Problems (1931-) comes from the Joint Reference Library (1313 East 60th Street, Chicago, Illinois 60637), the semi-monthly Accessions List (1970-) from the Institute of Governmental Studies, University of California at Berkeley (109 Moses Hall, Berkeley, California 94720). Since 1971, the Industrial Relations Center, College of Business Administration, University of Hawaii (2404 Maile Way, Honolulu, Hawaii 96822) has published an updated alphabetical list of holdings four times: Topic Coded Titles on Public Employee Collective Bargaining, With Emphasis on State and Local Levels (#794).

All the above publications are limited to what the given library receives. This is also true of the indispensable monthly Personnel Literature (1945-) issued by the U.S. Civil Service Commission Library (U.S. Government Printing Office, Washington, D.C. 20402), many items from which are eventually gathered into its Personnel Bibliography Series, and of Selected List of Recent Additions to the Library from the U.S. Department of Labor Library (200 Constitution Avenue, N.W., Washington, D.C. 20210). The Industrial Relations Section at Princeton University puts out a leaflet, Selected References.

Finally, the Committee of University Industrial Relations Librarians has the Exchange Bibliography series, typescript lists on special subjects prepared at various libraries.

Martin P. Catherwood Library, Cornell University

Of especially high value is the "Recent Publications" section of Industrial and Labor Relations Review, prepared by staff of the New York State School of Industrial and Labor Relations' Martin P. Catherwood Library, Cornell University (already noted in the last section). During the entire period covered, headings identical to the following from the April 1967 issue (with some few additions or subtractions of subheads) have been used:

Labor-Management Relations (general; education and research; collective bargaining; labor disputes; arbitration, mediation, conciliation)

Labor Economics (general; employment and unemployment; manpower utilization; wages and salaries, wage and hour data; industrial and labor statistics; production and productivity)

Labor Conditions and Problems (general; poverty, background and problems; women in industry and government; discrimination in employment; international and foreign labor conditions and problems)

Labor Organizations (general; history; directories; convention proceedings and officers' reports; political action; labor journalism; workers' education)

Government and Labor (general; labor law and legislation; National Labor Relations Board; federal and state labor agencies)

Social Insurance and Employee Welfare (general; social security; unemployment insurance; supplemental unemployment benefitfs; employee benefits; profit sharing; pensions and retirement; labor union pension and welfare programs; health insurance; workmen's compensation; disability insurance; industrial health and medicine; industrial safety; rehabilitation)

Personnel (general; personnel administration; testing; communications; industrial education and training; executives; supervision; job study)

Human Relations

The procedure has been to index a select number of periodicals and other materials received by the Library, not to give comprehensive coverage. Thus, only a handful of legal periodicals are indexed; labor periodicals are excluded; and many other sources of value are not tapped. Overall it is a very fine resource, despite these understandable restrictions; and it bears the advantage of treating the entire domain of industrial and labor relations.

In 1976 the Library issued the 124-page Thesaurus of Descriptors for Public Sector Labor Relations following modifications of the subject outline given above. Edited by the Library's Director, Shirley F. Harper, this has been a joint project under U.S. Department of Labor contract, of the Library and the Committee of University Industrial Relations Librarians. From the latter group, Margaret A. Chaplan, Bernard F. Downey, Georgianna Herman, Gwendolyn Lloyd, Marcia J. Miller, and James P. Whitridge shared in the compiling of descriptors. Keywords, scope notes, synonyms and substitute terms, and indications of how terms are related are all provided to aid bibliographic indexing and searching, eventually through computerized information storage and retrieval systems. In the Library's 251-page ILR Thesaurus, produced by the same editor and associates in May 1977, all the public sector material was merged into an overall coverage of industrial and labor relations. These are both drafts, subject to further refinement.

It will probably be some years before computer compilations and searches can be made using this developing system. Meanwhile the Library provides ILR: ACCESS, an extensive information service at a base fee of $50.00 per hour. Phone: (607) 256-2277.

CONFERENCES, CONVENTIONS, AND OTHER EVENTS

Conferences, union conventions, and other related events are important means of education and of keeping up with the field. How can one plan ahead for these?

Newsletters often announce these meetings several months in advance. The following resources are also helpful. The Bureau of Labor Statistics, U.S. Department of Labor, annually issues Union Conventions, 19 : National and International Unions, State Organizations. The Labor Department's Division of Public Employee Labor Relations, Labor-Management Services Administration, has been issuing Public Sector Labor Relations 19 : Calendar of Events four times a year. The weekly newspaper for civilian government employees, Federal Times, runs a calendar of state and local events. The weekly BNA Government Employee Relations Report features a calendar of conferences, and BNA's weekly Labor Relations Reporter keeps a calendar of events. American Labor and Personnel Journal both announce forthcoming conferences.

TRAINING PROGRAMS AND MATERIALS

In the federal sector, several agencies conduct training programs and distribute materials for that purpose. The Labor Relations Training Center in the U.S. Civil Service Commission's Bureau of Training conducts courses for federal managers. The Division of Public Employee Labor Relations in the U.S. Department of Labor's Labor-Management Services Administration deals with State and local Government. Neither agency has a ready system for distributing course materials and films to non-participants, though the latter agency publishes additional materials for broader distribution. Federal City College (1420 New York Avenue, N.W., Washington, D.C. 20005) also develops programs and materials for union people at all levels of government.

The unions conduct training programs, as do many of the associations and institutes, notably the American Arbitration Association and the New York State School of Industrial and Labor Relations at Cornell University.

No source regularly records all this information. It must be sought from a variety of sources listed in earlier sections here.

FEDERAL AGENCIES

Currently, as during most of the 1967-1977 period, the following federal agencies deal with aspects of employment relations. Together they administer well over 100 laws.

I. The U.S. Department of Labor (cabinet status, 1913-)

  A. Bureau of International Labor Affairs

  B. Bureau of Labor Statistics

  C. Employment Standards Administration (e.g. Federal Compliance Programs; Wages and Hour Division; Women's Bureau; Worker Compensation)

  D. Labor-Management Services Administration (e.g. federal service employees under Executive Order 11491; Labor-Management Reporting and Disclosure Act [Landrum-Griffin]; Employee Retirement Income Security Act of 1974; Veterans Reemployment [Sec. 9 of the Military Selective Service Act of 1967], and the Welfare and Pension Plans Disclosure Act)

  E. Manpower Administration

  F. Occupational Safety and Health Administration

  G. Public Employment Program

  H. Support agencies (e.g. the Library and the offices of Information, Publications and Reports, of Legislative Affairs, the Solicitor's office, and offices of Assistant Secretaries for Administration and Management and for Policy, Evaluation and Research)

II. The U.S. Civil Service Commission

III. The U.S. Equal Employment Opportunity Commission

IV. The Federal Mediation and Conciliation Service

V. The National Labor Relations Board

Other federal agencies have also occasionally issued literature and reports as has the U.S. Congress and presidential advisory commissions.

INDEXED RESOURCES

Further resources are collected here under the following headings in the Index of Subjects:

Bibliography
Case Studies
Directories
Dissertations
Documents
Glossaries and Dictionaries
Proceedings, Symposia and Forums
Readings
Reports
Research
Resources (miscellaneous)
Textbooks

The following serials are also indexed:

Government Employee Relations Report (GERR)
Industrial Relations Law Digest
Public Employee Relations Library (PERL--under "Public Personnel Association")
Strengthening Local Government Through Better Labor Relations (under "U.S. Labor-Management Relations Service)

Conference series of the following organizations have also been indexed:

American Arbitration Association
American Bar Association
Industrial Relations Research Association
Industrial Relations Research Institute
Institute of Collective Bargaining and Group Relations
National Academy of Arbitrators
National Governors Conference
New York University Conference on Labor
Southwestern Legal Foundation

BOOKS, BOOKLETS, MONOGRAPHS, AND DISSERTATIONS

1967

1. BAKKE, E. Wight, Clark Kerr, and Charles W. Anrod. Unions, Management and the Public: Readings and Text. 3d ed. New York: Harcourt, Brace and World, 1967. xvii, 750 p. This basic work was greatly expanded from the first edition (1948) and the second (1960). It includes public employment, though the primary reference is to industrial relations.

2. BARBASH, Jack. American Unions: Structure, Government, and Politics. New York: Random House, 1967. viii, 183 p. Valuable background from the private sector.

3. BERGER, Harriet Fleisher. "Exclusive Recognition of Employee Organizations in the Public Service: Federal Agencies in Philadelphia and the City of Philadelphia." University of Pennsylvania Ph.D. dissertation, 1967. 528 p. Period covered: 1962-1965, and the Post Office Department since 1951. Dissertation Abstracts, Vol. 28-A, p. 1504. Order No. 67-12727.

4. Collective Bargaining for State and Local Public Employees. Urbana: University of Illinois, 1967. 20 p. Three papers presented at the 18th Annual Central Labor Union Conference, December 9, 1966: Milton Derber, "Notes on Legislative Developments in Collective Bargaining for State and Local Employees," 1-5; Frank P. Zeidler, "Collective Bargaining for Public Employees: Problems from the Viewpoint of State and Local Government Agencies," 6-12; Thomas L. Beagley, "Collective Bargaining for Public Employees: Problems from the Viewpoint of Employees and Unions," 13-17; "Key Questions," 18-20.

5. DOHERTY, Robert E., and Walter E. Oberer. Teachers, School Boards, and Collective Bargaining: A Changing of the Guard. ILR Paperback No. 2. Ithaca: New York School of Industrial and Labor Relations, Cornell University, May 1967. vii, 139 p. A companion volume: Robert E. Doherty, ed., Employer-Employee Relations in the Public Schools, same publisher, January 1967, vi, 145 p. --from a July 14-15, 1966 conference.

6. ELAM, Stanley M., Myron Lieberman, and Michael H. Moskow, eds. Readings on Collective Negotiations in Public Education. Chicago: Rand McNally, 1967. ix, 470 p. This is a companion volume to Myron Lieberman and Michael H. Moskow's Collective Negotiations for Teachers: An Approach to School Administration. Chicago: Rand McNally, 1966, xxii, 745 p.

7. ESTEY, Martin. The Unions: Structure, Development, and Management. New York: Harcourt, Brace and World, 1967. xi, 125 p. Second ed., 1976, ix, 130 p. Another basic textbook on industrial bargaining, also still used, was built on an evolutionary approach begun in its 1951 edition: Neil W. Chamberlain and James W. Kuhn, Collective Bargaining, 2d ed., New York: McGraw-Hill, 1965, xi, 451 p.

8. HAGBURG, Eugene C., ed. Problems Confronting Union Organizations in Public Employment. Columbus: Labor Education and Research Service, College of Commerce and Administration, Ohio State University, 1967. iii, 77 p. Selected papers presented at the University Labor Education Association meeting, Detroit, April 1, 1966: Bob Repas, "Collective Bargaining Problems in Federal Employment," 1-24; Al Bilik, "The Other Fourteen Percent," 25-38; David Selden, "Teacher Collective Bargaining Today," 39-52; William O. Kuhl, "Labor Education Needs of Public Employees," 53-65; Joseph S. Smolen, "Recent University Labor Education Materials Relating to Public Employees," 66-77. -- Another 1966 proceedings on this subject, from a conference held at the University of Oregon: Jack E. Triplett, ed., Collective Bargaining for Public Employees: Proceedings, Eugene: Institute of Industrial and Labor Relations, University of Oregon, 1966, 56 p. Contents: Everett Kassalow, "Recent Developments in Collective Bargaining for Public Employees," 7-19; Panel, "Collective Barbaining for Public Employees," 20-43; Frank P. Zeidler, "Public Administration and Collective Bargaining," 45-56.

9. HANSLOWE, Kurt L. The Emerging Law of Labor Relations in Public Employment. Ithaca: New York School of Industrial and Labor Relations, Cornell University, 1967. vi, 117 p. A general survey, already made somewhat out-of-date for New York State by passage of the Taylor Law.

10. HAWLEY, Karen Sue. Economics of Collective Bargaining by Nurses. Ames, Iowa: Industrial Relations Center, Iowa State University, 1967. vii, 180 p.

11. HEISEL, W. Donald, and J. D. Hallihan. Questions and Answers on Public Employee Negotiation. Chicago: Public Personnel Association, 1967. 214 p. Practical tips especially designed for management.

12. ILLINOIS, Governor's Advisory Commission on Labor-Management Policy for Public Employees Report and Recommendations. Springfield: State of Illinois, 1967. 64 p. Martin Wagner, chairman. Excerpted in Loewenberg and Moskow 1972 (#355). Reprinted in Government Employee Relations Report, No. 184 (March 20, 1967), D-1-27.

13. KLEINGARTNER, Archie. Professionalism and Salaried Worker Organization. Madison: Industrial Relations Research Institute, University of Wisconsin, 1967. 113 p. Kleingartner's 1965 University of Wisconsin Ph.D. dissertation was on "Professionalism and Unionism: A Comparative Study of Professional Worker Organizations," 397 p. Dissertation Abstracts, Vol. 27-A, p. 830; Order No. 65-13739. Studied were AFT, NEA, National Society of Professional Engineers, American Nurses' Association, and Air Line Pilots' Association.

14. KRISLOV, Samuel. The Negro in Federal Employment: The Quest for Equal Opportunity. Minneapolis: University of Minnesota Press, 1967. viii, 157 p.

15. KROEGER, Louis J., et al. Public Personnel Administration: Progress and Prospects. Report No. 681. Chicago: Public Personnel Association, 1967. 49 p. Articles presented at the 1967 Annual Conference of the Public Personnel Association.

16. LOMBARDI, Vincent Leo. "Engineer Attitudes Toward Employment, Professionalism and Unionism." University of Minnesota Ph.D. dissertation, 1967. 153 p.

A questionnaire was sent to a sample of Michigan State University alumni. Dissertation Abstracts, Vol. 28-A, p. 1141. Order No. 67-10425.

17. McGUINESS, Kenneth C. How to Take a Case before the National Labor Relations Board, 4th ed., rev. Washington, D.C.: Bureau of National Affairs, 1976. xxi, 535 p. Earlier editions of this detailed guidebook were by Louis G. Silverberg; the 3d (1967) had been revised by McGuiness. Legal provisions, rules, regulations and procedures are thoroughly covered; facsimiles and forms are also provided.

18. MICHIGAN, Advisory Commision on Public Employee Relations. Report to Governor George Romney. Lansing: Governor's Office, February 15, 1967. 18 p. + Appendices (16 p.) Russell A. Smith, Chairman. Reprinted in Government Employee Relations Report, No. 181 (February 28, 1967), F-1-12; also in Educators Negotiating Service Text section, April 1, 1967, 14 p. A two-page summary is reprinted in Roberts 1970 (#218).

19. NATIONAL GOVERNORS' CONFERENCE. Report of Task Force on State and Local Government Labor Relations. Chicago: Public Personnel Association, 1967. vii, 101 p. Includes findings, background and current practices, comparative analysis of selected legislation, glossary, legal and administrative authorizations for employee relations programs, an annotated list of official studies, a general bibliography, and a paper by George W. Taylor, "Public Employment: Strikes or Procedures?" (36-49; from Industrial and Labor Relations Review, July 1967).

20. NEW YORK STATE, Joint Legislative Committee on Industrial and Labor Conditions. "The Continuing Problem of Employment in the Public Service." In Report of the Joint Legislative Committee on Industrial and Labor Conditions for the Year 1966-1967. Legislative Document No. 21. Albany, 1967. This was followed by "The Crisis in Employment in the Public Service Field--The Need for Rapport in Employer-Employee Relations," Section IV, in Report ... for the Year 1968-1969 (Albany, 1969); and by 1969 Report by the Select Joint Jegislative Committee on Public Employee Relations, Legislative Document No. 14 (Albany 1970), 86 p. See also New York: Governor's Conference ..., 1968 (#75).

21. Report of the Royal Commission on Employer-Employee Relations in the Public Services of New Brunswick, 1967. 102 p. Saul J. Frankel, chairman.

22. ROBERTS, Frederick J. "The Politics of Public Employee Management: Staffing Codes and Practices in New York City Government." Princeton University Ph.D. dissertation, 1967. 355 p. Dissertation Abstracts, Vol. 28-A, p. 5136. Order No. 68-8957.

23. ROBERTS, Harold S. Compulsory Arbitration: Panacea or Millstone? Honolulu: Industrial Relations Center, University of Hawaii, 1967. xiii, 162 p. Compare another basic book from this period by Robben W. Fleming, The Labor Arbitration Process, Champaign: University of Illinois Press, 1965, 233 p.

24. ROBERTS, Harold S., ed. A Manual for Employee-Management Cooperation in the Federal Service, 3d ed. Honolulu: Industrial Relations Center, University of Hawaii, 1967. xiii, 275 p. In 1968 this was expanded to include state and local developments, under the title Labor-Management Relations in the Public Service; the 5th edition of 1970 is listed below (#218).

25. SAVAGE, Jean. Annotated Bibliography on Public Employee Labor Relations. Ithaca, N. Y.: Extension Division, New York State School of Industrial and Labor Relations, Cornell University, 1967. 5 p.

26. SCHMIDT, Charles T., Jr., Hyman Parker, and Bob Repas. A Guide to Collective Negotiations in Education. East Lansing: Social Science Research Bureau, Michigan State University, 1967. viii, 85 p.

27. SOUTHWESTERN LEGAL FOUNDATION. Labor Law Developments 1967: Proceedings of Thirteenth Annual Institute on Labor Law. New York: Matthew Bender, 1967. v, 276 p. References are chiefly to the private sector. Included: Winthrop A. Johns, "Jurisdictional Disputes under the National Labor Relations Act," 31-56; Howard Lesnick, "Establishment of Bargaining Rights Without an NLRB Election," 163-184.

28. Strikes by Public Employees and Professional Personnel: A Bibliography. Berkeley: Institute of Governmental Studies, University of California, 1967. 92 p.

29. THOMSON, Andrew W. J. Strikes and Strike Penalties in Public Employment. Public Employee Relations Reports No. 2. Ithaca: Public Service Training Program, New York State School of Industrial and Labor Relations, Cornell University, 1967. 17 p.

30. THOMSON, Andrew W. J. Unit Determination in Public Employment. Public Employee Relations Reports No. 1. Ithaca: Public Service Training Program, New York State School of Industrial and Labor Relations, Cornell University, 1967. 20 p.

31. TOMPKINS, Dorothy C. Strikes by Public Employees and Professional Personnel: A Bibliography. Berkeley: Institute of Governmental Studies, University of California, Berkeley, June 1967. 92 p.

32. U. S. CIVIL SERVICE COMMISSION, Library. Employee Management Relations in the Public Service. Personnel Bibliography Series No. 7, Supplement 1. Washington, D.C.: U. S. Government Printing Office, 1967. 56 p. Further supplements follow in 1970, 1972, 1974, 1975. The original No. 7 was published in 1962.

33. U. S. CONGRESS, House, Education and Labor Committee. Federal Labor Laws, Current Federal Labor Laws (Not Including Social Security Nor Unemployment Compensation), Legislative Action Affecting Labor, 1789-1966 (Not Including Wartime Controls), May 1967. Washington, D.C.: U. S. Government Printing Office, 1967. xiv, 161 p. Supplements were issued in succeeding years.

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Public Service of Canada," 221-226; Archie Kleingartner, "Collective Bargaining by Professionals in Federal Employment in Canada," 379-386; Helene Lebel, "Collective Bargaining for Professionals under the Public Service Staff Relations Act of Canada," 387-398.

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